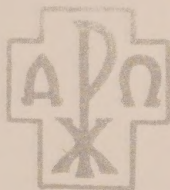


Eromanes
Erasthenes

MCC



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<https://archive.org/details/2174.09.34>

Wynne, John Chas
Sexual Ethics + X-tian
Responsibility, N.Y. Assoc.

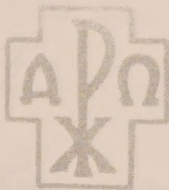
1970

"Sexual Ethics in X-tian Tradition"

Cariden, James: Sexism +
Church Law, N.Y. Paulist,

1977

Casebook on Church Soc.
UCC.



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Loss of nationality
access to Ed. }

Draft Convention to
end discrimination
against women.

Employment - sickle

Rurality - Agric
Access to Credit.

Marriage / consent (??)

- Cross-Cultural -

Ratification.

others
Genocide Conv.

1975 - Mexico City Conf.

\$1,000,000

Voluntary

U.N. Fund - Eco. Region but not necess.
via government.

U.N. Development Fund.

OMB - Congressional People - support -

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Mid-Decade Conference

5 Eco. Region -
U.S.

* Euro. - Paris - { Ed. Train. | migrant workers
Emp. }

Silent Protest - Family Resp. (= work time)
Lowering bureaucracy

* Latin American - [Peace]

* Asian - law does not change practice -
cultural change
suicide 14-20 yr. old women
in India

African - Female circumcision
condemned.
WHO meeting \$30,000,000

West African

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Subthemes - dominated

{ Employment
Education
Health

Political Issues dominated

Security Council

1. Effects of Apartheid -

2. Women Refugees

3. Effects of Israeli occupation of Palestinian women.

Documentation

Special needs of women - [double binds of women:]

Refugees - Good.

P.L.O. Documentation - Not good - not amended.

Assistance to women -

Zionism as a form of racism (?)

I Committees of Apartheid
Zionism/P.L.O.

II

{ Refugees
Apartheid
Zionism

Review what has happened?

Write program of action next 5 years.

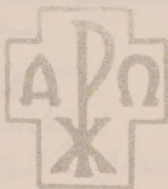
women - Things got worse in last
5 years.

U.S. **D**elegation has not been chosen.

Sex, Race, (Sexuality)

Task: Educate Media

Look at program of action



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Sins of Racism
Classicism
Sexism } In Biblical Religion

Trivialization of women

Co-optation by male establishment

Clericalism

Tokenism

Exceptions - not typical
No discrimination
Comic - Inferior
Not critical / honorary men

Women's Religious consciousness -
Interface w/ Western culture
not overchange

Women's Spirituality

Goddess / Witchcraft

Symbolizes divine principal is in
women, does not need a male
to liberate her.

Women's Body

Symbols / Spells

Daughter / Mother

Must be made part of Women in Biblical
Religions - reversal of sexist religion.

Nature, body, sexuality, magic, power
divine

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Western Cultural / Social Mythology
Women / Male :: Nature, Culture

- Colonialism
Capitalism

As women so nature blacks culture
3rd world west.

~~Feminist~~ Fundies -

Fears, needs, role in family.

Safety, shelter, rules, love.

submitting, obedient, nurturing

Men will be responsible for her.

Women who follow rule still experience

Violence against women (increasing)

Sexual harassment rape
+ incest

Abandonment

Scapegoats: Defenders of Family

women's lib has jeopardized family
Anti-Era.

Role of Women Uninely Ordained

Accept

Adapt

Admire

Appreciate

/ HIM

Maribel

Morgan

Submission of women Biblical Right wing

Submission to Jesus: Anita Bryant
Help me love my husband
Welcome Home, Jesus, It's good to
have you home.

Surrogate husbands/lover.

Critically examine love & God-language
Love for God's sake would keep
her from idolatry of loving
1 man.

Women who break rules

Lesbian

Div. women

Prostitute

"Loose" woman

Scapegoats

Commun.

Iranians

Anger - Goddess - makes me overcome
anger.

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Focus & articulate our anger & fear
explore & transform into
energy & power.

Dear, powerless, ^{sexual} exploitation,
_{ness}.

Lucy Stone -

Disappointment lot of women
deepen until she bows down no
longer.

2 baubles Carling of women

Create, Eden Paradise Home, Peace &
harmony

Exodus

Act for welfare of world = responsive
moral agents.

Esau Thirion / or Martha

Need for a new
non-manipulative symbol
integrative symbol.
Pilgrim people.

Intellectual - disembodied - prophetic
accepting selves as women

needs as legit
Anger is real.

Consciousness-Raising
Personal - Political - Religion

Conversion

People of God, Empowered

"Sisterhood of Men" - Mary Daly

Distinctive but not separate

Ecumenical - benefits all women

All institutions tell us we are insignif.
but our heritage is one of power.

Develop spirituality

needs, power, ~~strength~~ of women

Time - gains being lost.

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Opposite of Sexism

Faith + Hope in Spirit

10 women around table discuss
women → Theology

Ordination / Subordination

Mother, Sophia, nurture

Body

Important — Impossible

7 years → Dreams
Visions

2. Why do you stay in church?

laughter -

Sharing, Hope.

Inspiration

Body / Spirit → connected

3. Former things + passed away
walked on the water!

HRO.

Elev. 3fl.

318

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WOMEN + HEALTH

Alberta Parker - Stanford Med. WHO
Pediatrician

Dr. Ann Neal - Grey Nursing Sacred Heart
Biotechnicist
Dept. Health + Human Services

Birth control of conception the major
respons. of women

How can they be shared?

Adequate care of teens.

Involving young men

Needs of women vs. needs of Professionals

Caesarians / Hysterectomy

Support Systems

Advertising /

Obesity / Diabetes

Stress-problems $\left\{ \begin{array}{l} \text{work} \\ \text{preg - family} \end{array} \right.$

Rape -

Abused women

abuser - services

Institutional -

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Disability of homemakers

women workers / home care / child care
maintenance

Inapp. medication overmedication

Health Insurance vs.

Inadeq. funds for H.M.O.

Population - aging

aging - health services
transp.

home health
homemaker
food services

Institutionalization

Dignity - compassion

Dying -

Home - Hospice care

drugs - medications

Terror - free.

Prevention -

Cigarette smoking - emphysema

Occupational hazards

Subst. Abuse

low paid jobs - health risks

coronary 2x rate of rest of women $\rightarrow$ all men

Consumer - System

Repro care

Aging

Children

Instituta.

Sex Role Stereotypes -

Schizophrenia

Technology -

Assessment - devices, Procedures -
not necessarily good.

1. FDA. Maternal screening - amniocentesis
NSFA - ultrasound / Spina bifida
2. Electronic fetal monitoring
only for high-risk
3. C/section 1960 2% - 17% 1980.
40% in some hospitals

Even C/section always C-section need
not be.

Access - Delivery

1. Hours open - working hours
2. Transportation
3. Language
4. Finances
5. Obs/gyn - Internists primary care
6. Home health services
7. Outreach
8. Stereotyping results in inadequacy
9. No health care coverage
No Medicaid
Continuity - job change - preexisting change
Medicare - copayments -
10. Dependents - not in own right
11. Special services not covered.

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Lack of women in Decision-Making Area
Private sector not touched by consumer
adequacy.

Subservient positions
Male ethos

Nursing / Nutrition / Social Work
Lower paid / Lower status / Lower influence

Women Consumers / Women Providers

Vendor System, patient-initiated
disease-oriented, prevention ignored.

Submission of the Maternal-Provider
inequality, lack of informed consent

Adversary Action

Power / Provider - Adversary / Consumer

Alcoholism (not supposed to be women)

Surgery / Over Medication

Lack of Function:

C-section

Hysterectomy

Breast Surgery

Barbara Pillsbury A.I.D.

Evaluating Health Care U.S. Supplies World-
Wide -

Women in Developing Countries.

Urban-wealthy / Poor Rural

Western vs. Traditional

1. WHO goal health for all 2000
primary care
2. Necessity - elite medicine
80% no access
3. Difficulty of achieving
4. Women's role
5. What needs to be done

1. Physical - mental - social well-being
not absence of disease.
Social/Economic health
Universal accessibility.

2. Delit. married 15 - not seen, parents
chose. Purdah. Isolated. Eco barren
age 25 (4 children - 2 died - 1
ill = diarrhea)
Go to town - clinic - "free" - time to
walk to road, bus. No doctor
clinic closed. Dr. in next day.
Waits. Aloof. not using dialect.
Afraid, doesn't understand.
Prescription - pay for. No money.

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Does not seek care for herself.

Western Medical Model -

Urban - sophisticated
social/cult. distance as well.

Confidence building to deal w/ services.

Nutritional/Pregnancy/Educational/
Resources.

Inappropriate materials.

Primary Health Care - Inefficient
Preventive/Curative

Inappropriate reference materials

Vested interests -

Doctors want to stay in cities.

Inappropriate technology

Fuel Sources.

Dung cakes - animal & human
excreta.

Schistosomiasis & other diseases
(low nutrition, pregnancy ++)

Meat shops -

Brown lung

Childbearing at young ages

Breast feeding - formulae.

Discrimination - desire for males -

girl children weaned earlier, fed better

Males fed better than females/wives

Discrimination against mothers of females.

Water/Wood bearers - clean, potable water

Rape/VD/Prostitution → cities, supplement income.

Pending home money to put brother thru medical school

Female Circumcision - Clitoridectomy

Physical - Psychological - Emotional

What can be Done

1. Greater ingenuity - creative thinking
2. Improve system
acceptable, affordable, family planning
Outreach, training.
3. Women as passive ~~pass~~ recipients
vs. women as active providers.
4. Policy-makers above nursing level.
Midwifery as primary producers
Mothers as primary " ".

Role of Clergy - Community Org. Community Involvement.

New Delhi - Religion not obstacle but avenue for meeting needs of women.

Role of Folk Medicine - Tradit. Medicine
Efficacy, Pharmacology

Wee working on Clitoridectomy

Consumer goods - Infant Formula

EF-100

Go toward Capital

Under center stairs

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Brothmeist

Cathie Lyons

200 West 79th St

NYC 12K

. 10024.

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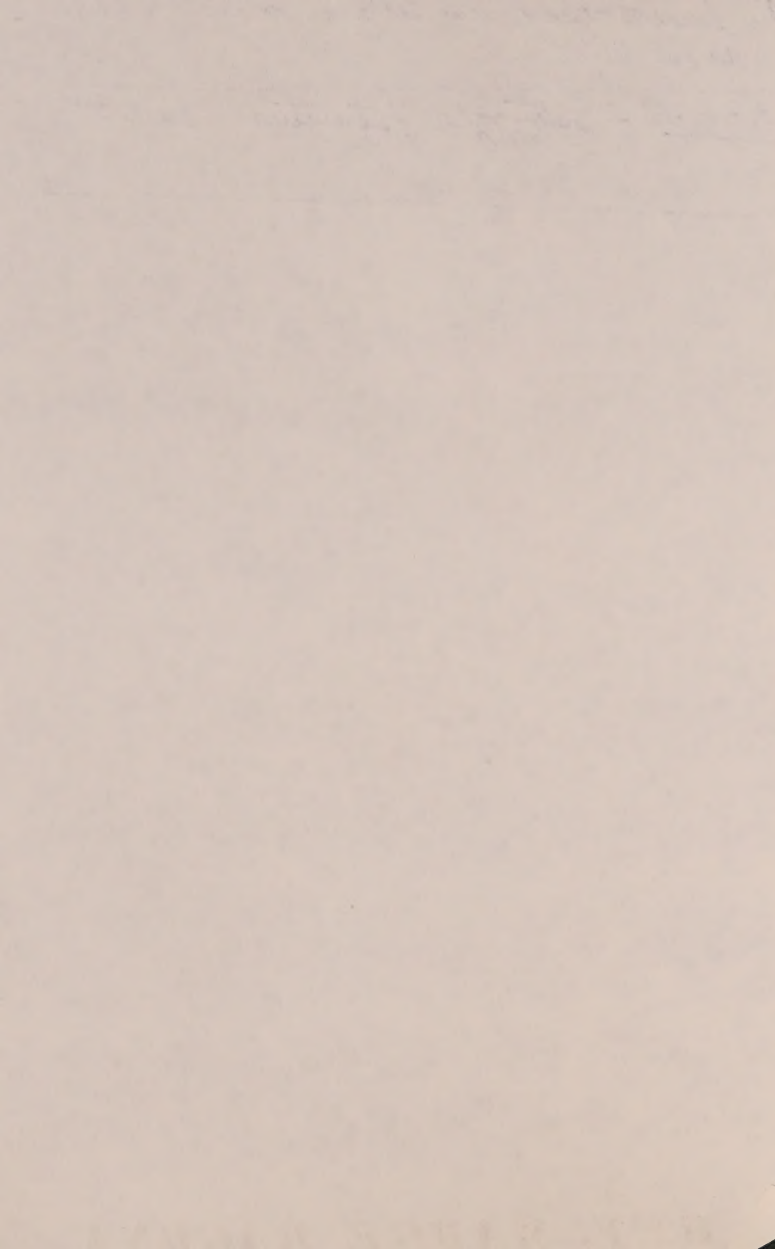
% lower than in 20's - now % same
as in 1928

ASCD - struggle / structure ballot

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Greene Linker Director Equity Policy Center

Distribution of Income + Resources.

Education is not a panacea.

HS / jr. Colleges $\neq$ does not change attitudes.

They are not culture free.

Utility / Not Utility for those obtaining it (Education).

Social Expectations.

III World Education Issues.
50% ^{US} world
44.7

Illiteracy
Colonialization
Eng. Fr. Span.

India
12 lang. off
144 written

Educ. in English.

under.
40-50 elem.
67% sec.
24% higher

Elitism
opportunities

Indonesia
language
Javanese $\rightarrow$ Indonesia
3rd. Grade

Not pertinent learning

% of GNP being
spent on Educ.

more money spent
at Univ. level.
not at elem. level.

attempts to change
Ghandi -
Practical Educ.

Rising middle class rebelled.

Literacy programs - failure. Higher % of women illiterate.

Women wk 80 hrs week

Men wk 20 " " - 2 1/2 - 8 hrs. day.

Further for fuel - 1/5 effort spent seeking fuel.
Water - drop in water table

Lack of understanding of woman's life.

5% of women in Africa work. (outside home)

No local language "comic books".

Literacy is forgotten - nothing to read.

Employment Issues.

DECADE FOR
WATER

Teaching women to repair pumps.

They stay there! Men go to town.

Communication channels to get well repaired

Food Processing - Post-harvest food loss 30%
decrease food loss increase 10% more food.

Impacting educ. for social change

Training Ground for women:

NGO forum - III World

EPOCH - Who's going to Copenhagen

Unemployment / Social Instability
youth + women - Political Instability

Non-formal educ. groups. 7-45 yrs.
wides.

Workmen - 1. Literacy Numeracy
2. Inds lang.
3. Voc. living

1/2 yrs. 4,000 groups. Indonesia
water systems - family planning + Unicef

1. Relevant educ. | Input death
2. Totality of needs | starvation / dehydration

Nicaragua - grass roots education



we educate a large # people badly.
They educate a few people well

Top 40% better off - bottom 40% worse off.
Developing Countries.

Lack of money -

College of human Service

Measurement not valid - Not what you
know, what can you do -

ERA Status

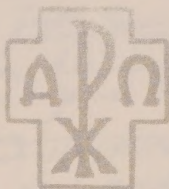
Illinois - Vote in House tomorrow

Gov. Thompson

Jane Byrne

Defeat may happen

Friends Wared College, L.I.
\$40⁰⁰ heater salary.



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613 Commandments
exempt from position & time

Ellen Lomansky - P.H.D. Religion - Judaism

Tension -

Individual vs Community
supports growth but needs met

Inferior
Dependent

Strong when
survival of
community
at stake

housewife
or
idle.

Educated.
exception

Education
limited
no need

up to 18th Cent

= How can I be fully Jewish + fully modern -
Have they been
peripatetic Jews -

HALAKAH

HULDAH?

Legal issue of ordination (conservative)
Rabbi - Teacher + Interpr. of Jewish Law

" could also serve as judge
but could not be witness

DEBORAH

(Maimonides)

But Rabbi not empowered as judge
Teacher, Preacher, Socio/Spiritual Head, but
could not lead in prayer, witness.

127-109 Rabbinical Assembly to refer to
FOR. AGAINST Jewish Theol Seminary

25-19 Voted to table.

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Can we trust women; time-bound positive commandments. "No halakic assurance that women will take on commandments & they exercise option to rescind."

Time

Imhach Israel
Community of Israel - Split conservatives and/or break i Judaism.

Family Structure - Only place a man is a man is in synagogue.

Risks are too great - Exodus is greater.

Reforms ordain but have difficulty placing.

Gerson Cohen - Women not ordained but given professional certificate.

Sr. Nadine Foley - Adrian Dominican
women in Future Priesthood Now
women for Ordination Now

Sexist Language - Irish H' father
"Boys don't do dishes,"
"I didn't like to do dishes
don't like to do dishes now."

Conscientization

1. Divine Authority - Male Celibate Hierarchy
Dogmatic Absolutism

Church speaks about women:
women has a special nature, proper
rules

women complementary

Essential nature - to be mother

Proper place - Spouse/Nurturer

Compatible & role mother

(Special traits of women - special
nature: docility, patience, etc.)

BIOLOGY IS DESTINY

No affirmation of full personhood
of woman.

Before woman is mother she is human.

No free choice by responsible persons.

Woman's nature derivative.

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Difficult to see the imprint of Lt.

Proper Roles, Education, Behavior, Occupation

Domestic Servants - "work must be seen as imposition / choice resp + willful fills women. Smooth running society + ...

Gibbons "women, worst enemy of female sex."

Women's Experience challenges Church's "Gospel".

Celibate Males

Patnarchy - Celibacy - Hierarchy.

women contaminate / remove from holy. Distances from women, need to take seriously.

Father/Daughter relationship.

Christian Faith frees: Church as people of God.
New models of church. Potentially liberating factor

Valerie Russell - Conf. on City.
UCC - Assist to Pres.
for women
YWCA

Sexism of Biblical Translation
Racism - Sexism Packet

"So Open minded our brains would fall out"
Ziggy

Church not neutral

Old Visions = Social Ills
Sexism, Classism, Racism,
Heterosexism

What will women do to liberate church /
oppress ourselves in it.

Unact from victim behavior:

4 Guidelines
Scripture
Tradition
Experience
Reason

How heals / How oppresses.

Scripture - Images Canonized:
Dependent upon Revelation - Interpretation
in History

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Virgin, Temptress, Widow, Slave -
Dependency - Adam's Fall.

Other Images -

Pilate's wife - Intuition - leave him alone.
Bar's wife - Looked back. risk getting frozen in the past

Ministry

Women at Tomb - Go & Tell

Servant hood

woman goes in closet,
serve her husband.

Esper - 1x servant

16x superior help - "present help
in time of trouble."

Class vs. Vocation

Servant vs. Liberation

Language
agony/prayer

Black Church

Liberation + Oppression of women

Homeland - Caricatures of "Preacher" "Sisters"

Protest - Richard Allen A.M.E.

Justice Now -

NO MORE

Cutting Edge

Shelter - Black church saved me!
Hope!

Ditto - Mee

Supragettes, Abolitionists
Edge of Risk -

Saved from degradation,
Hopelessness + Despair.

Mee Bylaws

? Authority - Old theology operates

Claire Randall - RL + Judaism:

Nadine - Will patterns change? No
Xtian ^{hope} ~~hope~~

Collegiality, subsidiarity,
(lowest level)

Charters for women in various political
states. Why not ERA.

Master General of Dominicans - to new
Priorress ~~re material~~ for
Papal Secretary re material
they had not sent him.

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Freedom in women's community in
Catholic Church

Have claimed freedom to
responsibility

Collegial process

Protestant Churches

What new norms

Create new visions

Rising mood of laity - fall of the
super pastor.

Blending of skills

Orthodox Alternative

laity/concubity

State Dept. C + 22nd N.W.

8³⁰

for check in

Diplomatic Entrance

Luggage 1912 State Dept.

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New Farms

- Holistic Crossroads Clinics
- Friends World College
- MCC

CELLO Press
Guests of my
life
Eliz. Watson

MCC

Theology of Liberation - En Español.



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Consensus

Friends World College
Governed by Tribunal

Student
Treasurer
Moderator } Presidential
Council

7 Centers

1 Fac. Member out of step
~~that a~~ can break down
consensus.

State Dept: Vivian

Voluntary Fund =

World Plan of Action - Reg. & Htns (WY establish
own plans of action. (Houston). Develop
own thing. Attention focused on women.

Copenhagen - 2 goals. Review & appraise
progress. 1/2 decade. Develop action
second half. Specific projects.

U.N. - 4 Preparatory Committee (3 meets)
23 nations - regional

I. Esc. EURO W.A.S AS LAT Am

India Health, Educ, Employment
meeting
apart from Refugees, Equal women
Eco-social council works out

Gen. Assembly passes as resolution. (Agenda
Agenda set, very little done to change because
G.A. does not meet again until after Copenhagen

Toward a New Psychology of Women Baker

Agenda focused on 3 themes.

Plenary Session: 15 minutes on progress (positive).

Committee I Review + Appraisal
" II 2nd Half.

Committee I + ~~Refugees~~ Apartheid
Committee II + [Palestinian Women]
3 sessions allotted 1 1/2 days each

Palestine women should be dealt $\bar{c}$ as
refugees - but are not being.

U.S. Participation U.N. Conference

3 issues: New Internat Eco. Order
Middle East.
?

Govt. to Govt. conference. Must live $\bar{c}$ decisions
foreign policy perspective.

Delegates - Selected for expertise on issues
Constituency
ability to disseminate info.

2 reps each fm. Congress.

2 They select

20 Men - Women

Process - letter sent out by State Dept.
Nominations by 4/18
600 applications.

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Knowledge, Substance, Reg Points, Age, Face, Sex.
_{control}

Unmanned down $\frac{2}{3}$ Government
100 $\frac{1}{3}$ N.G.O. (non-govt)

Office of Internat Conf. checks list
White House - approves
State Dept - approves
President calls

Security Clearance necessary.

June 12-13 notification date

Papers being done:

3 | Country papers - subthemes | Health
Employ
Educ.

Dept labor - women's bureau 1976-80

Office of Educ.

Office of Pop. Affairs

Sent through State Dept → U.N. Countries.

Position Papers 243 pages.

Background, Problems, Position

1 | Country papers
Policies

Reflections of meetings & conferences

Compendium - Recommendations of Regional Confs.
5 reg. confs.
Unexpurgated view.

Natl' Confs. Maureen Whalen

3 reg. conf. Dallas 3/14-15
Denver 3/27-28 Health (esp. rural)
Nyc 4/10-11 (transit strike)
6/2 Educ.
Phila 5/1-10 Employment
(?) S.F. 6/6-7

Emphasis Ed, What are Am. women doing?
choose 4/20 Reg. differences?

Interest legal rights of women.

(Justice Dept - workshops.)
Women concerned in Enforcement of rights gained.
Eco legal rights.
Domest. rel. Title VII, Credit, Empl.,

Workshops Ed, Health, Empl.

2 ea. Development - International

Sexism Issues - Battered Women (Denver not issue)
Domestic Violence

Mental Health + Stress - Personalize issue
(like encounter group). Being talked about.

Employ. Issues.

Occup Seg.	Problem? Progress
hon. Trig jobs	Obstacles
Empl Rights	Solutions? 5 yrs.
child care	

5 One day - Boston, Seattle, KC.
mts. N.G.O's.

Political Conference - (hope not polemical, polarized)
Heated/cope in Heat.

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Developing Countries - Collect materials.

Ph/Israeli? Concerns of Jewish women
Black women
Racism/Zionism/Anti-Semitism

(Genocide?) -

Arms Reduction/Sale - Requires some further discussion at many levels.

Forum - availability of materials available to govt.

No! Confidential matls.

BoI Unesco matl of Apartheid
" " " Palestine

III World - U.S. Racial Women effects of Apartheid
effects of Discrimination
effects of Racism

Faith Commitment / official briefing daily to Forum YES possibly
YES.

Barbara Good - Foreign Service Directorate
Int. Org. Affairs

Feminist Revolution in F.S. 10 years ago. women's Action Agency
works E U.N. (1) person.

Role Insure 29 directorates pay attention of needs of women. Turn men's attention to needs of women.

IW4 - Involved women. NGO's - 150,000 women
Through Reg. Confs.

HUMAN RIGHTS POLICIES - U.N. Amb. Marshall Green
Valley, good commitment
Foreign Policy Director

Produces GIST

Beginning to use women, III World women in foreign affairs agency.

Voluntary Fund - 9.9 million dollars
6.5 committed through 81

93 projects

Dr. Kramer: Am women in labor:
~~no longer true:~~
Cinderella Doesn't Live Here Anymore
Married women work for pin money &
women in labor force.
53.5 51.5 48.1

25-35 $\frac{1}{2}$ gn female workers.

54% mothers working or looking
for work

$\frac{3}{5}$ families women at work

$\frac{1}{2}$ women over 16 wkg.

$\frac{1}{7}$ families headed by single
woman

63% had children

$\frac{1}{4}$ single wom H of H.

63% + ^{increase of} women in workforce

200+ black women in workforce

unempl. 3+ that for black women
below 35.

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Mar 1978
1/2 doct degrees
1/5 prof.

Bureau of Labor
Statistic
Women's Bureau
Labor Dept.

59% of sol of men
75% serv. banking, ins.,
dead end jobs.

Life long veterans benefits.

• 20 elect.

1-5 K 20K electricians

98% secy

94% typist

78% clerks

5% managers

Under-evaluation
Equal pay for work of comparable
value. Unionization narrows
gap.

11 1/2% Clerks unionized
1/2 higher in unions

Stress monotonous
Clericals. lighting
ventilation

Sexual harassment

1. Unwarrant, unsolicited acts
(esp. non-traditional jobs) (force women
to quit or undermine.)
2. Sexual favors.

Veterans Preference.

Family & Eco Security.

$\frac{1}{2}$ child. had working mothers.
Unwarrant child care.
No fed. programs.

alt. patterns of work time
 $\frac{1}{3}$ workers pt. time
— hosp.
— fringe benefits

Flexi-time:

Job Sharing: reduced earnings

Work Sharing: Shared unemployment

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SS Revisions

Low paid married women: - benefits.

working women - - private pensions

Dir. wives - no protection

widows - " "

Lack of public health plans

Equitable -

Jennifer, U Cal L.A.

Substet

Women's Employ.
in Develop. Cts.

Foreign Corparts - Transnationals
15-75 Expanded labor &
exploited labor.

Women cheap labor pool
force down wages for men

Dom .50
women's wages

Mex. .58

Singapore .25 (1/11 U.S.)

Bolivia 1/2

Works all day for wage of 1 hr
U.S. workers.

Not 2nd wage earner - prime.

"Exploitable Feminine Characteristics"
Small, nimble fingers

Detail

Docile

Discipl

Less likely to organize

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Penalties

Wk 6 months as apprentice.

Push-Pull factors

low labor

low unemployment rate

dimin. incoming labor

higher wages

increased welfare

Containerization

Pull

high unempl.

foreign exchange

Tax & tariff advantages

Housing for employees

"Right to Strike"

Sex health & safety.

8 - 24 K in Singapore

90% women 17-25

Mex

2 - 33 K in 10 yrs.

Condition of employment
Young women - no more or less
than single H.S.

Marital Status

Quite req. to have babies

TNC highly unstable.

200% per yr.

Dom. 60% per yr.

Skills not transferable.

Worker mobility - collusion
for low wages.

Elect. microscopes - eye diffc.

Chem. fumes - allergies.

Stress - noise, high lead.
Rot. shifts.

Comm. Probl. Housing,
Inflation, Transportation
Night Shift.

What Can Be Done

^{Short}
Policies - Stabilize employment
Regulate

Long Resp. labor policies
Unemployment
Acc. Sec'y

Reas. Policy - Transfers
Takeovers, etc.

Unionization.

Shedding - women who
stay laid off. to cut
wages

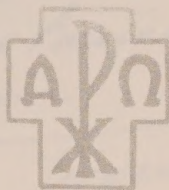
Training - Transferable
Skills

Havt's repressing -
Strikes illegals

Child labor in Hong Kong - ban on
textiles. Her kids out of factories.

So. Bronx -

Illeg. immigr. 30¢ hr. sheds &
garages. ILGWU/factor
in incr. immigr. underground
labor.



9⁰⁰ AM - Bed Room
2168 Rayburn Bldg.

REV. MARGE RAGONA

Lindy Boggs (D. LA) 2nd Cong. District.

St. Josephs ✓

Sophie Newcomb.

Maritime Bulk Trade - N.O. 2nd largest part

Domestic Violence Act - "Battered Women".

Crescent House (Shelter) N.O.

House of Ruth (Shelter) Wash (on Bd.)

Tax Credit - Employers who employ
displaced homemakers

Congresswomen's Caucus - 17 women

Soc. Sec. reform

Chair
Appropriation

Elder women

Wmn - Milit + Business

Pension Reform

George Brown U. - Congresswomen's Caucus
Study on elder women.

S.J. We will have an ongoing resolution.

REV. MARGE RAGONA

Carmen Hunter - on Adult Illiteracy

Total Revolution in Science -
Reprod. Biology

Patent on a new form of life

How science & technology
change our lives -

Preparing women for change

Copenhagen

C.R. Employment
advancement

Research
Questionnaire abt.
real praction
of women's
employment

Juanita Krebs - Economist
Secy - Dept. of Commerce

Interagency Task Force on Women in
Business - Promote women in
business - Export activities. Manage-
ment training + tech. skills. (Seminars)
(6 - 10,000,000 people)

women re-entering work force
Mothers 1-6 in work force
Family Health - Nutrition

Business Oppty
Equal
educ.

Day Care

REV. MARGE RAGONA

Spence
H. C. Lee

Wm. H. Lee
H. C. Lee

Wm. H. Lee

Wm. H. Lee
H. C. Lee

Wm. H. Lee
H. C. Lee

Wm. H. Lee
H. C. Lee

Wm. H. Lee

Wm. H. Lee

Pension - Soc. Secy.

43% mothers must work.

Battered women

Escalation - pressures
changing role of women

Resistance to bill: Fundie(?)

Study: YES

50/50 Prediction

1976

computer prediction

↓
216 years

Tip O'Neil - chooses women

Reps. Biology - Genetic engineering

DNA - improving stock

Wiping out genetic engineering (Tay-Sachs)

Louise Brown - test tube infant.

Created a life form - can't say who!

Flexi-time - Bill about to pass.

Day care centers - on business premises
rather than spread out

GSA - Management Training at College
or University - either Women's
Center or Cont. Ed.

REV. MARGE RAGONA

1897. March 1st - Wed.
1897. March 2nd - Thurs.

1897. March 3rd - Fri.
1897. March 4th - Sat.
1897. March 5th - Sun.
1897. March 6th - Mon.
1897. March 7th - Tues.
1897. March 8th - Wed.
1897. March 9th - Thurs.
1897. March 10th - Fri.
1897. March 11th - Sat.
1897. March 12th - Sun.
1897. March 13th - Mon.
1897. March 14th - Tues.
1897. March 15th - Wed.
1897. March 16th - Thurs.
1897. March 17th - Fri.
1897. March 18th - Sat.
1897. March 19th - Sun.
1897. March 20th - Mon.
1897. March 21st - Tues.
1897. March 22nd - Wed.
1897. March 23rd - Thurs.
1897. March 24th - Fri.
1897. March 25th - Sat.
1897. March 26th - Sun.
1897. March 27th - Mon.
1897. March 28th - Tues.
1897. March 29th - Wed.
1897. March 30th - Thurs.
1897. March 31st - Fri.

1897. April 1st - Sat.
1897. April 2nd - Sun.
1897. April 3rd - Mon.
1897. April 4th - Tues.
1897. April 5th - Wed.
1897. April 6th - Thurs.
1897. April 7th - Fri.
1897. April 8th - Sat.
1897. April 9th - Sun.
1897. April 10th - Mon.
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1897. April 15th - Sat.
1897. April 16th - Sun.
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1897. April 23rd - Sun.
1897. April 24th - Mon.
1897. April 25th - Tues.
1897. April 26th - Wed.
1897. April 27th - Thurs.
1897. April 28th - Fri.
1897. April 29th - Sat.
1897. April 30th - Sun.

Pending - Legislation

Bill #'s

Day Care centers - Private sector (or government, in default of private business.)

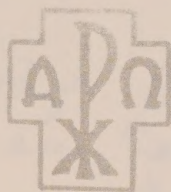
MCC

Question Who is opposing
Battered Woman
Bill

REV. MARGE RAGONA

^{Mid-Decade} Mid-Decade Committee on the
Status of the Integrity of Israel.

MCC



REV. MARGE RAGONA

Elizabeth Carroll RSH VP
Sisters of Mercy, Pittsburgh

Bernice Saudler

WEAL.

Womens Equity Action League

You've come a long way, Maybe!

1972 10 yrs - no law against sex det.

Title 7 - Employment all Educ. Inst.

Title 9.

Highest # of suits filed by higher education

of women faculty decreased

Asst Prof.

1978-79 - Men Prof

women As

25.

16.7%

25%

16.7%

50 shekles

30 shekles

60%

67%

REV. MARGE RAGONA

Unemployment 2:4
wom. men

Men and. earn more
" had higher positions

Asst to dean Asst dean Assoc. dean

Get thee to a nunnary - Pleas of women
+ Cath. Colleges

15% on Bd.

meal sued HEW to insure HEW
investigate complaints.

Women Principals less than in
Depression
Fewer women Supts.

athletics - Leaders of England trained
on the playing fields of Eton.

Skills learned in sports
Most overt discrimination

Men get more per diem - women get
2 to room / men get 1

REV. MARGE RAGONA

Voc. Ed. Women discouraged from taking
voc. ed.

Teachers set tone - teacher
ridicule problem.

Increases - Law - Medicine

Women -

Women College grads
earn what male dropouts earn

Textbooks: Women's Educ. Equity Act

Subject matter skewed

Women's Studies 15-20,000 courses given
old material through new eyes.

Women Not Evaluated in Same Way:

Woman has to be twice as good
to get half as far + get paid
half as much.

"Little Bo Peep"

Perception of Hx by in parts
1 Man

2 women > to sleeping
room

REV. MARGE RAGONA

Counselors - Misdirection

Sexual Harassment - Women's grades dropped because.

Child Molestation - Teacher / Student HS. level.

Bible: They shall ^{press} pots & pans into printing, weave their cloth into protest banners

... and people shall not
bears discrimination any
more.

91% of women - doctorates have life-time careers.

STATEMENT OF THE INTERRELIGIOUS TASKFORCE ON US FOOD POLICY
AND SUPPORTED BY THE WOMEN IN DEVELOPMENT SUBGROUP
OF THE TASKFORCE ON PUBLIC POLICY
ISSUES AFFECTING WOMEN

HEALTH, EDUCATION, EMPLOYMENT: ISSUES FOR REVIEW
AT THE MID-DECADE CONFERENCE*

The Interreligious Taskforce on US Food Policy is a coalition of over two dozen national Protestant, Roman Catholic, Jewish, and ecumenical agencies who work together for justice for the world's poor and hungry people. While the Taskforce speaks for itself only, its statements are consistent with the social policy statements of major religious bodies. Many religious bodies have in recent years given major attention to the role of women in development. Reflecting that widespread concern, the Taskforce offers this statement.

We are vitally concerned with human development and issues of equity. We understand human development to include self-fulfillment, confidence in one's self worth, and the power to fashion one's own life. Poverty and deprivation are barriers to human development. While poverty exists in all societies, it is more severe in many countries of the Third World where it prevents self-fulfillment for the majority of the population. Women, frequently the most powerless members of society for a variety of cultural and economic reasons, are often the most disadvantaged.

Health, education, and employment--the substantive themes of the UN Mid-Decade Conference for Women scheduled to meet in Copenhagen in July 1980--are issues central to people empowering themselves to gain control over their own lives and to forge their own development. It is our firm belief that the substantive issues of the Conference are of importance not only to the advancement of women, but also to the development progress of all societies, industrialized and developing. Some countries, especially industrialized ones, have registered notable gains for women in the fields of education, health, and employment since the beginning of the Decade for Women, but the results have on the whole been disappointing.

Of particular concern to us is the fact that the problems of Third World women not only remain severe but in a number of ways in a number of countries their situation has actually worsened in recent years. This fact poses a tremendous challenge to Third World governments and aid agencies alike to design development programs which recognize women's needs and ensure women's participation in the benefits of development. It is also a challenge to the Mid-Decade Conference, a primary task of which should be to analyze why more improvement in the situation of women has not occurred and try to develop action proposals which could reverse current unfavorable trends.

Education: Equal Access for Third World Women?

In the United States it is taken for granted that school-age children--boys and girls--go to school. Although there are still disparities between the proportion of males and females who have access to higher education, nearly all receive a basic primary education. The majority also receive a secondary education. The overwhelming majority of Americans--male and female--can read and write.

*This statement was submitted by the Interreligious Taskforce on US Food Policy on February 2, 1980, to the Subcommittee on International Organizations of the House Committee on Foreign Affairs for the record of its consideration of authorizing legislation for development assistance and international organizations for Fiscal Year 1981.

This is not true in the Third World. Literacy rates are much lower for both men and women. However, statistics show that on a worldwide basis, half again as many women as men are illiterate. The gap is widening. While the number of men unable to read or write rose by 8 million between 1960 and 1970, the number of women illiterates rose by 40 million. In Africa, Asia, and the Middle East there is a difference of at least 20 points between male and female illiteracy rates. In each of these regions the difference has grown since 1960. For example, although only 15% of Ethiopian men can read and write, no more than 5% of women are literate. India has nearly five literate men for every two literate women. In Bangladesh, 27% of males are literate compared to 12% of females. In Indonesia statistics show 72% literacy for males and 50% for females.

Illiteracy and lack of education are barriers to a woman's ability to improve her social and economic status in any society. What is less obvious, however, is the fact that female illiteracy may adversely affect men and children as well--even if the female continues to be viewed only in her traditional role as family nurturer. Babies and children are endangered when mothers cannot read instructions on medicines or health posters in clinics where they go for prenatal care or medical assistance for their children. The health of the whole family is directly related to the wife's and mother's knowledge of good health, sanitation, and nutrition practices. In addition, the mother has an important teaching role in transmitting her skills and knowledge to her children. If she herself is not schooled in good health and nutrition habits, she cannot pass this knowledge on to her children.

Because of traditional cultural attitudes toward males and females in Third World countries, the initial school entrance rate is usually lower, and the drop-out rate much higher, for girls than for boys. If families must choose for economic reasons between sending girls or boys to school, the choice will nearly always be to send boys. As part of the same pattern, girls frequently drop out of school at an earlier age to help with household chores.

A related and additional reality in the Third World is that many of the most time-consuming tasks are assumed by females--water carrying, fuel gathering, and food chain activities, as well as caring for children. A woman's working day is often 16 to 18 hours. At least by the time she is 8-10, and often at a much younger age, a girl also begins to assume these tasks. There is no time available for a woman or older girl for formal education and training, even if she is offered it. Under these circumstances, vocational training which would enable her to perform more effectively tasks she already engages in or would teach her new ones directly applicable to her traditional role are no more accessible to her than formal education programs which would prepare her for involvement in the modern sector of society.

In brief, legislation declaring equal access to education for all will not stem the widening gap in literacy between males and females in the Third World. A number of Third World governments have already adopted such legislation. Aid programs or government commitments to build more schools and provide more teachers are also in themselves insufficient responses. Cultural attitudes which place higher priority on educating boys will have to change--and such change occurs slowly.

In the meantime, other positive steps can be taken to encourage the participation of girls and women in education and training programs. One starting point is to recognize that simultaneous progress must be made in appropriate

labor-saving technology which will lessen the time required for traditional female tasks and free up time for education. A handy supply of firewood for a village or ready access to potable water may be as important as school buildings and teachers.

In addition, education and training programs need to be more responsive to female needs than they presently are in many countries, equipping girls and women with skills that are usable rather than useless to them. Education should enable women to build on their traditional roles in society. For example, females often do not receive training in the use of more productive seed or better tools, in credit or marketing, in animal husbandry or health care--all of which are relevant both to their traditional roles and to their self-improvement. At the same time, care should be taken to avoid designing education programs that lock females into accepted cultural patterns and hinder them from acquiring the educational tools necessary to assume leadership roles in the community or to seek satisfying jobs in the modern sector of society should they so desire. Education should help women to understand the social, political, and economic context in which they live and enable them to participate more actively in the political and economic life of the community.

Health: Is Women's Health Improving in the Third World?

While mortality rates are decreasing and health is improving in many Third World countries, the majority of people in the Third World--men, women, and children--still face serious health problems due to poverty and deprivation. For both biological and social reasons, however, women are in a particularly disadvantaged position. Health and nutrition for women are closely connected with the health and nutrition of their children.

Biologically, women as childbearers face high health risks. Maternal and infant death rates are generally declining in the Third World but still have far to go by US standards. In Bangladesh 38 out of every 10,000 women die in childbirth compared to 1 out of every 10,000 women in the United States. Statistics also show that a 40-year-old woman in a developed country has a better chance of surviving childbirth than a 24-year-old in a developing country. In spite of the general improving trend, maternal and infant mortality rates have actually increased in a few countries.

Poverty and poor health produce a desperate cycle where parents need offspring for economic and social security, especially in their old age, but are afraid that their children will die before reaching adulthood. Women, often malnourished themselves, must then give birth to more children than they really want. In Rwanda, the average 30-year-old woman will have given birth 7 times in 12 years of marriage but have only 5 surviving children. In India, an average of 8 pregnancies is required to produce 5 adult children. Too many children too early and too close together causes maternal depletion syndrome, especially in poor, malnourished women. As they continue to conceive, give birth, lactate, and conceive again, women become increasingly malnourished because their own substantial nutritional needs are not being met. A malnourished mother often gives birth to underweight children who remain chronically malnourished and thus more susceptible to disease and death.

Population planning--often touted as the solution to the problem of high birth rates in developing countries--is not itself problem-free. First of all, as long as infant mortality rates remain high, the incentive for family planning is low. Secondly, cultural attitudes toward family planning--especially the attitude of the husband and other relatives--may be a deterrent to seeking family planning advice. Thirdly, contraceptive measures may be more dangerous for poor women than for affluent women with access to good medical care. The birth control pill may accentuate nutrient deficiencies in undernourished women. The IUD may worsen iron-deficiency anemia by causing increased blood loss.

Women's social roles of mother and family nurturer tend to reinforce their biological disadvantages. In their role as nurturers women prepare the food and apportion it among family members. The usual pattern for apportioning food is men first, followed by boys, girls, and lastly, women. When food is scarce, women go hungry.

Inaccessibility to medical services is another barrier to women's improved health. Women's long working days leave little time to be sick or to seek medical assistance (which often means a journey of several hours). In addition, women may hesitate to seek medical care because they know only the local dialect and would have difficulty communicating with health personnel. Cultural attitudes may also prevent women from seeking help, especially if they must confront male health personnel in an unfamiliar environment.

Modernization in the Third World has added an overlay of new health problems for women to the as yet unsolved problems inherent in traditional societies. An increasing number of women are leaving their old roles as agricultural workers producing food for the family. More are moving to cities or otherwise assuming forms of wage labor which may provide them with more income but which also expose them to the occupational hazards and diseases from which men have traditionally suffered most: stress-related heart diseases and accidents related to the use of machinery or exposure to toxic substances. Moreover, women are particularly susceptible to exhaustion resulting from a double work-load--working a full day outside the home and also being responsible for home and family care--especially when they are the sole head of household. The very phenomenon of increasing numbers of female-headed households is itself a product of modernization as traditional family patterns break down and women become isolated geographically from the extended family unit.

A new approach toward women's health needs should be taken by Third World governments and aid agencies. Frequently development programs have viewed women's health wholly from the perspective of reproductive health rather than in terms of women's general health needs. Health programs should focus on health problems and concerns resulting from women's productive as well as reproductive roles. Moreover, health care services need to be made more accessible to women. More hospitals and clinics in cities or large towns are not the answer. There needs to be better distribution of health services at the village level through female paramedics and midwives teaching basic health care such as self-help techniques, contraception, nutrition, child care, and sanitation. More research is needed in exploring traditional local health remedies. These locally available practices may prove as effective as more sophisticated and possibly inappropriate outside remedies.

Employment: Are Women "Economically Invisible"?

A recent World Bank report assessing the role of women in development stated: "Women in developing countries tend to be economically invisible." This invisibility stems from the fact that in developing countries women are found mainly in the informal labor force engaged in subsistence farming or home-based cottage industries, as well as in child care and household tasks. Those responsible for initiating development policies and programs--whether they are host country nationals or representatives of development institutions--have been largely insensitive to the socio-economic role women play in developing countries. As a result, most development projects to date have not taken sufficiently into account the needs, social roles, or abilities of women.

In actual fact, women represent a vital part of the labor force in Third World countries, particularly in the agricultural sector. It is estimated that over 70% of the agricultural labor force is comprised of women. Women serve a fundamentally important function as food producers for their families and local communities. This role has become even more important where there are high rates of male migration from rural to urban areas. In many instances, women have become solely responsible for producing food for their families and villages.

Inadequate understanding of the role women play in rural life and in agricultural production has led to agricultural/rural development programs geared to men, not women, and has resulted in cases of "skewed" development whereby the benefits of development have reinforced the position of men to the detriment of women. Development planners have assumed that agriculture was primarily the work of men and have directed their efforts to improve agricultural production toward men. Access to agricultural delivery systems has frequently been limited to men. Women have not had the opportunity to benefit from rural services such as credit and extension programs, agricultural training programs, or marketing services. As a result of such discrimination against women, men have entered the more lucrative cash crop market while women have been forced to retain their position as family subsistence farmers. Moreover, in some instances land earlier used by women for subsistence farming has been bought up for cash cropping for export. Less food has been produced for local consumption than previously. Not only the women who lost farmland but the whole community has suffered as nutritional levels have dropped.

Women who move into the formal work force in the "modern" sector of society also suffer disadvantages. Women often lack the access to training and education required in order to compete effectively with men for jobs created by the "modernization" process. In addition, because women are responsible for the family and the duties that entails (subsistence farming, food preparation, water-carrying, caring for children), they have neither the flexibility nor the mobility needed to compete for a wide range of job opportunities. As a result, women are isolated in low-productivity, low-income, low-opportunity jobs with little or no prospect for advancement. Women are often faced with the double work burden of caring for family as well as holding an income-paying job.

Several changes must take place in development strategies if women are to be effectively brought into the development process. First, attention must be given to understanding the actual role and needs of women in developing countries, in order to design development projects geared to meeting women's needs and utilizing their potential. Above all, their important contributions in the informal labor force and the income-earning possibilities resulting from their traditional roles must not be overlooked or undermined. For example, in a number of West African societies women have traditionally earned extra family income by selling the surplus from subsistence farming. This source of income must not be taken away from them by development programs skewed toward cash cropping.

Secondly, efforts must be made to reduce the work burdens women now face. This would include the provision of "tools" to reduce the burden of family responsibilities--improved household utensils, easy access to safe sources of water and fuel for cooking, assistance in child care, and improvements in subsistence methods of agriculture.

Thirdly, women's employment and income-generating skills must be enhanced in order to improve their access to jobs. Needed are programs which would offer non-formal educational opportunities, such as leadership and technical training. Decentralization of industries such as textiles and food-processing could offer additional job and skills training opportunities to women in rural areas.

Fourthly, establishment of women's organizations--for example, rural cooperatives, church-related women's clubs, trade unions, local or national government-sponsored women's organizations--should be encouraged. Organization is a key to achieving economic and political power. Organizing offers women the opportunity to develop leadership and management expertise, to exchange valuable information and develop new skills, to educate themselves on their employment rights, and above all, to make their voices and concerns heard.

The Goal: Full Participation of Women in the Development Process

Incorporation of women in the development process as equal partners with men will come about only through an understanding of the actual and potential role of women in development. Only then can women's real needs be assessed, their talents harnessed, and their cooperation as full participants in development be gained. Skewed development--development which favors the advancement of men at the cost of women's socio-economic position--serves only to deprive and artificially degrade over one-half of the world's population. Improvements in education, health, and employment for all in the Third World, including women, are essential if significant development is to take place.

It is to be hoped that the UN Mid-Decade Conference will be successful in drawing world attention to the problems women face in achieving equal accessibility to education and employment and to the special unmet health needs of women in many countries. Although the Administration's funding request of \$1 million for fiscal year 1981 for the UN Mid-Decade is an insignificant

portion of the total request of \$244 million for international organizations and programs, the substantive issues which the Conference is to deal with are important to the development progress of all countries.

If the UN Mid-Decade Conference on Women is similar to UN conferences on other key social issues, the Conference will generate an agenda of policy concerns and recommendations which will then need to be acted on by member governments if the Conference is to have meaningful results. It would therefore be helpful for Congress to be prepared to discuss and give legislative expression to some of the Conference action proposals in the areas of education, health, and employment. While current US aid policies and programs are probably more sensitive to these issues than five or ten years ago, it is quite clear that US government resources could be far more responsive than at present. Stronger and more specific congressional interest in women in development issues would make for better aid programs and broaden the current constituency of support for development assistance to include groups concerned with women's issues.

AN OUTLINE FOR HEALTH CONCERNS OF AMERICAN WOMEN by Alberta W. Parker, M.D.*

*conception
pregn. hist.
mothering
nursing
menopause
women*

Those affecting
persons regardless
of gender

*Nutrition
Exercise
Pollution*

Health issues
of concern to
American women

*1. Related to Health
2. Health Care Coverage*

Those having
special impact
on women

Those relating
to
health conditions

Those relating
to
health system

Those unique to women

Those where women
are at higher risk

More prevalent
because
more women

Increasing risk to
women occurring

Use of unapproved
technology

Inadequacies in access
and service delivery

Inadequacies of financing
mechanisms

Problems created by non-
involvement of women in
health care decisions

Inadequate representation
among women providers

Inequities in how women are
treated in health system

The vendor system of health care

Inadequate patient participation
in health care decisions

Adversarial system and defensive
medicine

*delivered by Ann Neale, G.N.S.H., Ph.D.
National Center for Health Care Technology
Office of the Assistant Secretary for Health

Religious Leaders Consultation
on the
World Conference of the UN Decade for Women, 1980

REACTOR GROUP QUESTIONS

1. What affected you most from the presentations? What new information/insight did you hear?
2. What are the commonalities and differences between the domestic and third world issues in health/employment/education? How are they linked?
3. What are the principal concerns you think need to be addressed? In the U.S.? In the Third World?

4. What are possible action responses the Religious Community in the U.S. can make?

Religious Leaders Consultation
on the
World Conference of the UN Decade for Women, 1980

REACTOR GROUPS

Group 1

Gladys Weaver
Rita Hofbauer
Marjorie Christie
Virginia Finn
Paula Klein
Kay Fraleigh
Sara Murrieta
Miriam Levering
Elizabeth Miller
Mildred Brown

Facilitator

Group 4

Gail Lambers
Jessma Blockwick
Marilyn Bowman
Gretchen DeVries
Joan Wachstein
Melinda Roper
Claire Randall
Elaine Daniels
Sonya Dyer
Vivian Jenkins Nelson

Facilitator

Group 2

Nancy Sylvester
Joan Martin
Kara Cole
Elisabeth Fiorenza
Sandra Levine
Lula Garrett
Marie Auguste Neal
Dorothy Marple
Ann Harrison
Selma Baxt

Facilitator

Group 5

Lora Ann Quinonez
Millicent Luckett
Nan Cox
Bette Hillimeier
Natalie Shear
Donna Mienhard
Frances Neely
Lydia Trickey
Ann Radar Pfisterer
Joyce Smith

Facilitator

Group 3

Sheila Kelly
Barbara Howell
Else Maria Adjali
Susan B. Anthony
Joyce Fishbein
Mary Cline Detrick
Andrea Lee
Marjorie Ragona
Elizabeth Watson
Jackie McMakin

Facilitator

Group 6

Carol Goodspeed
Maria Riley
Marjorie Warner
Efthalia Walsh
Elizabeth Haile
Alma Hill
Rickie Behrend
Lupe Anguiano
Thelma Adair

Facilitator

Group 7
Yvonne Delk
Mary O'Callaghan
Ann Marie Coleman
Eleanor Schwartz
Beth Glick-Rieman
Pat Spring
Barbara Moore
Julie Yoder
Barbara Campbell
Donna Quinn

Facilitator

Group 8
Helen Volkomener
Allison Rock
Margaret Farley
Alice Heyman
Burnice Fjellman
Kate McDonnell
Vernice Lee
Shoshana Riemer
Lila Prounis
Kathie Lyons

Facilitator

Group 9
Kathleen Keating
Renni Altman
Ruth Curry
Ada Maria Isasi-Diaz
Elenie Huszagh
Elizabeth Haselden
Sonya Quitslund
Theresa Hoover
Pat Young

Facilitator

Group 10
Joan Campbell
Judith Hertz
Lois Stover
Brigid O'Malley
Selma Mayer
Mary O'Keefe
Arlene Rephan
Nadine Foley
Frederick Wertz

Facilitator

Group 11
Clare Fitzgerald
Louise Bowman
Alcuin Coyle
Elaine Harris
Annette Hutchins-Felder
Kathryn Kopf
Margaret Traxler
Nannette Roberts
Barbara Zikmund

Facilitator

Group 12
Maria Rieckelman
Betty Shapiro
Sarah Cunningham
Marie Grosso
Natalie Gulbrandsen
Jamie Phelps
Abigail McCarthy
Betty Mohney
Betty Thompson
Lois Leffler

Facilitator

Group 13

Facilitator

Faye Ignatius
Julie Bowman
Elizabeth Carroll
Regina Grossman
Elaine Donaldson
Mrs. Donald LeFils
Joseph Sullivan
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Religious Leaders Consultation
on the
World Conference of the UN Decade for Women, 1980

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Religious Leaders Consultation On

The UN World Conference On Women

Monday, May 12, 1980

WORSHIP

Call to Worship

Song of Praise: "We Gather Together To Ask The Lords' Blessing/

We Pray To Our Father" (Standing) Netherlands Hymn

We gather together to ask the Lords' blessing,
God chastens and hastens Gods' with to make known;
The wicked oppressing now cease from distressing;
Sing praise to the Lord; God forgets not Gods own.

We pray to our Lord when night is descending;
When morning is breaking, we sing to Gods' praise.
With wisdom and love, with kindness never ending,
God guards us and protects us and guides all our ways.

We thank thee our God for all thou hast brought us;
For food and for shelter, for comfort and love:
O keep in our hearts the lesson thou hast taught us,
To labor in thy service, O God above.

Antiphonal Litnany for Women of the Bible (* =for Christian witness)

LEADER: O God, Creator of the world, Maker of man and woman,
HAVE MERCY UPON US.

RIGHT SIDE: We thank you, O Lord, for all women who have gone before us by whose
lives your promises to your people have been fulfilled,

ALL: WE GIVE YOU THANKS, O LORD.

LEFT SIDE: For Eve, the mother of us all, who unlike the rest of us had to
cope with temptation without knowing the nature or the name of
her enemy and ours,

ALL: WE GIVE YOU THANKS, O LORD.

RIGHT SIDE: For Sarah, mocker of God, but mother by a miracle, first ancestress of
the elect people, forced into deception in Egypt by her husband,
ignored by him when the child--the child of miracle and promise--was
to be killed by him,

ALL: WE GIVE YOU THANKS, O GOD.

- LEFT SIDE: For Rebekah, deceiver and conniver, clever and witty, by whose deeds
our father Jacob became the bearer of your promises to your people,
ALL: WE GIVE YOU PRAISE, O GOD.
- RIGHT SIDE: For Rachel and Leah, unconsulted victims of their own father's guile;
and for Tamar who was forced to deduce her father-in-law in order to
be obedient to you,
ALL: WE GIVE YOU PRAISE, O GOD.
- LEFT SIDE: For Miriam, shrewd and strong protector of Moses, prophetess among the
people, bard of the Exodus, leader through the wilderness,
ALL: WE GIVE YOU PRAISE, O GOD.
- RIGHT SIDE: For Deborah, judge of the people, strong warrior in battle against
Sisera; and for Jael whose courage and cunning served to preserve your
people in the land which you had given to them,
ALL: WE GIVE YOU PRAISE, O GOD.
- LEFT SIDE: For Rahab of Jericho, an alien who befriended Joshua's spies and thereby
became a traitor to her own people in order that your name might be
glorified and you will be done.
ALL: WE GIVE YOU PRAISE, O GOD.
- RIGHT SIDE: For Esther, Queen of Persia, but loyal servant of the people of God,
whose personal skills and political wisdom averted a general massacre
of your people at the hands of the wicked Haman,
ALL: WE GIVE YOU PRAISE, O GOD.
- LEFT SIDE: And for Judith, beautiful, bold and daring, who used all of her gifts
in your service, who, to save your people from oppression, did not
even keep her hand from the sword, but grasped it firmly and severed
the head of the enemy Holofernes from his body.
ALL: WE GIVE YOU PRAISE, O GOD.
- RIGHT SIDE: For Naomi, who was a joy to those around her; and for Ruth, yours by
adoption from a foreign culture, for Jew and non-Jew alike the very
model of a friend and the good and faithful mother of Obed, whose son
was Jesse whose son in turn was David, the great King of your people,
ALL: WE REJOICE BEFORE YOU, O LORD.
- LEFT SIDE: For Hannah, persistent in prayer and praise, whose devotion to you was
rewarded by your gift to her of the child, Samuel,
ALL: WE REJOICE BEFORE YOU, O LORD.
- RIGHT SIDE: For Bathsheba, seduced into unlawful relations with David, but never-
theless the strong-willed ancestress of the Kings of Judah and thereby
of him whom even David must call Lord,
ALL: WE REJOICE BEFORE YOU, O LORD.

* LEFT SIDE: For Elizabeth, unwitting but not unwilling agent, who knew not what you were doing but that you were doing something unique on behalf of your people, and who broke into song before she knew what it was that she had to sing about,

ALL: ALL GLORY BE TO YOU, O GOD.

* RIGHT SIDE: And for Mary, the God-bearer, witting and willing agent in your greatest miracle; whose obedience helped to break the chains which had bound humanity and who most truly was the bearer of your promise to your people,

ALL: ALL GLORY BE TO YOU, O GOD.

LEFT SIDE: We give you praise, O Lord, for all these your servants. We praise you for their courage, their wisdom, their strength, their sheer persistence in the face of suffering, oppression, discrimination, defeat, and even death. Teach us how to prize and honor them. Teach us to emulate what is worthy in them,

ALL: HAVE MERCY UPON US, O LORD.

LEFT SIDE: Forgive us for continuing to oppress your people. Forgive us as we continue to suffer oppression passively rather than muster the courage lovingly to oppose it.

ALL: GRANT US YOUR PEACE, O LORD.

(adapted from materials developed by
Nancy McDowell)

Song: "Kumbaya, My Lord" (Standing)

Someone's singing Lord, Kumbaya....

Someone's laughing Lord, Kumbaya...

Someone's dying Lord, Kumbaya.....

Someone's praying Lord, Kumbaya....

Kumbaya, my Lord, Kumbaya.....

Reading From Holy Scripture

A Justice for Women Litany

LEADER: Wisdom cries aloud in the streets
PEOPLE: WE ARE ALL WOMEN!

LEADER: Wherever women are suffering
PEOPLE: WE WANT TO BE THERE!

LEADER: Wherever women are struggling
PEOPLE: WE WANT TO BE THERE!

LEADER: Wherever women are working for justice
PEOPLE: WE WANT TO BE THERE!

LEADER: We are the working women /mother/wife trying to
nurture life in isolation, anger and despair.
PEOPLE: WISDOM CRIES ALOUD IN THE STREET;

LEADER: We are unseen as the single/divorcee/widow/
separated woman whose independent status
makes her unwelcome in a world defined by
only one style of relating.
PEOPLE: WISDOM CRIES ALOUD IN THE STREET;

LEADER: We are unseen as the aging woman whose wisdom
is ignored by the worshippers of youth.
PEOPLE: WISDOM CRIES ALOUD IN THE STREET;

LEADER: We are unseen as the disabled woman whose abilities
are lost to a rejecting world.
PEOPLE: WISDOM CRIES ALOUD IN THE STREET;

LEADER: We are unseen as the woman seeking quality
education for herself and her children.
PEOPLE: WISDOM CRIES ALOUD IN THE STREET;

LEADER: We are unseen as the woman whose life work
keeps her from knowing dignity and destiny; who
is denied the right to meaningful work and
employment.
PEOPLE: WISDOM CRIES ALOUD IN THE STREETS;

LEADER: We are unseen as the woman whose own health needs
and those of her family are at the whim of a profit-
motivated world.
PEOPLE: WISDOM CRIES ALOUD IN THE STREETS;

LEADER: We are unseen as the woman who struggles to reclaim
her lands and her culture.
PEOPLE: WISDOM CRIES ALOUD IN THE STREETS;

LEADER: We are unseen as the woman who remembers her
peoples' dislocation and the pain of imprisonment and
death.
PEOPLE: WISDOM CRIES ALOUD IN THE STREETS;

LEADER: We are unseen as the women whose work in the
fields is unprotected by laws of human decency.
PEOPLE: WISDOM CRIES ALOUD IN THE STREETS;

LEADER: We are unseen as the woman in prison whose human
rights are violated and whose family is scattered.
PEOPLE: WISDOM CRIES ALOUD IN THE STREETS;

LEADER: We are unseen as all the women we have not
named, but know as our own.

PEOPLE: WISDOM CRIES ALOUD IN THE STREETS;

LEADER: We are unseen as women struggling for justice
throughout the world.

PEOPLE: WISDOM CRIES ALOUD IN THE STREET, AND
We are seen as the strong woman whose vision
for a new creation gives us courage;
We are seen as the ancient woman who
lights the fires of home where the ways of freedom
are learned;
We are seen as the passionate woman who turns
tears of suffering into rivers of justice and hope;
We are seen as the global woman who knows
that the earth must become one community,
bound together in its diversity by the power of
God's love, justice and peace. We will not go away.
WISDOM CRIES ALOUD IN THE STREETS.

(Written by Susan Savell and Joan Martin, 1978; Revised, 1980).

PRAYER

Song of Praise: "Lead On, O Cloud of Yahweh" (Standing) ("Lead On, O King Eternal")

Lead on, O Cloud of Yahweh,
The Exodus is come;
In wilderness and desert
Our tribe shall make its home
Our slav'ry left behind us,
A vision in us grows,
We seek the land of promise
where milk and honey flows.

Lean on, O fiery pillar,
We follow yet with fear,
But we shall come rejoicing
Though joy be born of tears:
We are not lost, though wandering,
For by your light we come,
and we are still God's people
The journey is our home.

Lean on, O God of freedom
Our guiding spirit be;
Though those who start the Journey
The promise may not see,
We pray your sons and daughters
May live to see that land
Where justice rules with mercy
And love is law's demand.

(Words by Ruth Dreck, 1974)

Religious Leaders Consultation On
The U.N. World Conference on Women

Wednesday, May 14, 1980

CLOSING AFFIRMATIONS

Song of Praise: "Glorious Things of Thee are Spoken"
(Standing - Haydn)

Glorious things of thee are spoken,
Zion, city of our God;
One whose word cannot be broken,
Formed thee for divine abode.
On the Rock of Ages founded,
What can shake thy sure repose?
With salvation's walls surrounded,
Thou may'st smile at all thy foes.

Community Affirmation Part I (Standing)

We, who live in the midst of deepening oppressing yet
a ferment for freedom
Today declare our hope in the future.

From the Diversity of our religious traditions,
We have come from around the United States
To renew our belief in the holiness of the earth and the
sanctity of all life.

We declare we are at peace with all people of good will.

We affirm that our earth's peace and security rests
In the justice of adequate housing and food,
In the justice of meaningful education and work,
In the justice of an economic order that gives everyone
access to our earth's abundance,
In the justice of human relationships nourished by cooperation,
In the justice of safe, clean and renewable energy instead of
the perils of nuclear power.

Reflections on the Task of Justice for Women

Community Affirmation Part II

We affirm people over property,
Community over privatism,
Respect for others regardless of sex, race or class.

We choose struggle rather than indifference,
We choose to be friends of the earth and of one another
rather than exploiters,
We choose to be citizens rather than subjects,
We choose to be peacemakers rather than peacekeepers,
We choose a nuclear-free future,
And we will settle for nothing less.

We unite ourselves with sisters and brothers the world over
 To join together in communities of resistance to all that
 threatens the Creation.

We unite ourselves with trust in the spirit of Life;
 Justice and love can overcome oppression and its destruction.

We affirm then things
 that we and our children may live.
 Let it be so.

Song of Praise:

See, the streams of living waters,
 Springing from eternal love,
 Well supply thy sons and daughters,
 And all fear of want remove.
 Who can faint, while such a river,
 Ever flows their thirst to assuage?
 Grace eternal, like the Giver,
 Never fails from age to age.

Round each habitation hovering,
 See the cloud and fire appear.
 For a glory and a covering,
 Showing that our God is near!
 Thus deriving from their banner,
 Light by night and shade by day,
 Safe they feed upon the manna
 Which is given when they pray.



EQUITY POLICY CENTER

1302 EIGHTEENTH STREET, NORTHWEST • SUITE 203
WASHINGTON, D.C. 20036 • (202) 223-6274

GOALS

The Equity Policy Center (EPOC) was founded in 1978 as a non-profit research, communications and educational group to study and promote means toward more equitable distribution of income and resources at home and abroad.

The equity revolution of the past two decades has reaffirmed the basic rights of each individual, whether black or white, male or female, young or old. EPOC's goal is to ensure that the impact of national and international programs on the individual is equitable regardless of sex, age, health, ethnic background, nationality or place of residence, while recognizing that the different needs of individuals may require different regulations, delivery systems, funding, or even different laws.

To accomplish this, EPOC will assist policymaking institutions in studying the administration of pertinent legislation, analyzing the intent of the laws, reviewing the actual impact, and writing and distributing policy statements on these issues. EPOC will also work with agencies and organizations involved in social change in the design of pilot projects, data collection, program evaluation and program review.

FIRST YEAR ACTIVITIES

During its first year, EPOC's investigations have been concentrated in two areas:

- the impact of development assistance on women in developing countries; and
- the roles, attitudes, and positions of women in the US administration and in women's policy organizations.

EPOC sees the issue of equity for women in generic terms, as symptomatic of the problems of any group treated as outside

the mainstream. Thus, individual projects undertaken by EPOC have identified specific concerns of women within the larger movement toward equity worldwide. For example, EPOC has studied:

- ways to alleviate drudgery of women's work in subsistence societies (general concern: appropriate technology);
- ways to meet household energy demands in developing countries (general concern: rural fuel shortage);
- women's role in the food production and distribution system (general concern: world food crisis);
- policy responsibilities for women and women's organizations (general concern: administrative change).

In addition to these areas of concentration, a series of policy notes has been issued in response to requests or in anticipation of future projects. EPOC staff have also participated in meetings preparatory to the World Conference on Agricultural Reform and Rural Development (WCARRD) and to the UN Conference on Science and Technology for Development (UNCSTD). Irene Tinker, EPOC Director, testified before the President's Commission on World Hunger, was part of the NGO delegation for the State Department review of the WCARRD policy paper, and attended a study session at Solar Energy Research Institute (SERI) for private organization leaders.

FUTURE ACTIVITIES

Many of EPOC's activities in 1980 will focus on planning and implementation of projects in connection with the World Conference for the UN Decade for Women, which will be held in Copenhagen in July 1980:

- an international conference on women and their health;
- rural and household energy as it impacts on women;
- village woodlots;
- food processing as an income-producing activity.

EPOC staff will also design the cultural sensitivity component for a major project on water, health, and sanitation.

EPOC Officers

Irene Tinker, Director; former Director, Office of International Science, AAAS.

Julia Lear, Secretary-Treasurer; Deputy Director, Community Hospital Program, Georgetown Medical School.

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Joan Nelson, Associate Professor, School of Advanced International Studies, Johns Hopkins University.

Laure Sharp, Assistant Director for Research Operations, Bureau of Social Science Research.

Associates of the Center

Frances Adams, former Director of International Programs, Amer. Assn. of State Colleges and Universities; overseas experience in Asia and Latin America.

Noelle Blackmer Beatty, editor of works on international education, the 1956 Suez crisis, and Congressional staff operations.

Barbara Bergmann, Professor of Economics, University of Maryland; publications on women and minorities in the US labor market; former member, National Commission on the Observance of IWY.

Patricia Blair, development economist; publications relating to US science and technology policy, development strategy, crop storage.

Rae Lesser Blumberg, Associate Professor of Sociology, University of California, San Diego; publications on comparative social, economic and sexual inequality.

Marie Cassidy, Professor of Physiology, George Washington Medical School; former president, Federation of Organizations for Professional Women; major interest in health-related issues for women in the EEC.

Ruth Dixon, Assoc. Professor of Sociology, University of California, Davis; publications on family planning, rural women at work, equality between the sexes.

Mary Lindsay Elmendorf, development anthropologist; consultant, Research Institute for the Study of Man, Appropriate Technology International, World Bank, Ford Foundation.

Beverly Heckart Hackenberg, demographer, Institute of Behavioral Science, University of Colorado; Davao Action Information Center, Philippines.

Marilyn Hoskins, forestry in the Sahel; women's organizations and change in Upper Volta.

Suzanne Howard, Assistant Director, Program for Education, American Association of University Women; educational policy issues at home and abroad.

Barbara C. Lewis, Associate Professor of Political Science, Livingston College; ethnicity, population and marketing problems in West Africa.

Astri Suhrke, Assoc. Professor, School of International Service, American University; currently working on rural health delivery services in Thailand; former consultant to the World Bank on its World Development Report.

Ilene Wolcott, Executive Director, Women and Health Roundtable; consultant with Abt Associates.

Policy Studies

"An Equity Strategy for USAID"--ways to restructure or redirect AID programs to enhance the roles of women in development.

Report of Recommendations: AAAS Workshop on Women in Development--to the State Department for the UNCSTD Conference.

"New Technologies for Food Chain Activities: An Equity Strategy"--in The Impact of Technological Change on Women, AAAS Symposium Volume, 1979.

"Women and Power: An Exploratory View"--proceedings and papers from a Radcliffe Centennial Seminar organized by EPOC.

Policy Notes

"International Language Corps"

"Fuelwood and Erosion in Nepal and India"

"Women and Development Strategy for the '80s"

"Rural Equity for Social Programs"

"Technology, Poverty and Women: Some Special Issues"

SO YOU'RE GOING TO COPENHAGEN

The World Conference of the United Nations Decade for Women will be a major event for women, as much for the attendant activities as for the official meeting. Already the U.N. has convened three preparatory committees to develop the agenda and held five regional meetings in Paris, New Delhi, Lusaka, Caracas and Damascus to discuss the Decade themes of equality, peace and development; the conference sub-themes of education, health and employment; and special agenda items concerning apartheid, Palestinian refugees, and women refugees. These nine topics will be examined both at the official U.N. Conference and at the NGO Forum, that meeting organized by the non-governmental organizations having consultative status with the Economic and Social Commission of the U.N. However, the similarities end there. The two conferences will differ greatly as to size, attendance, ambiance, procedure and outcome. While there will be interaction--and a shuttle--between the two, the influences of one on the other will be intangible and elusive.

The U.N. Conference will convene at the Bella Center in mid-town Copenhagen where some 2,000 delegates plus press and accredited NGO representatives will conduct formal parliamentary debate. The NGO Mid-Decade Forum will reflect the openness and variety of its university setting. Anyone may register. The organizers expect fluctuating numbers of committed feminists or curious tourists and everything between. Daily capacity is about the same as the Bella Center, but total attendees may reach as high as eight to ten thousand.

The U.N. Conference is one of the series of consciousness-raising world meetings which started with the Environmental Conference in 1972 and were meant to draw world attention to problems not adequately dealt with within the U.N. framework: environment, population, food, habitat, water, desertification, science and technology, renewable resources--and women. These conferences have provided an alternative arena to the General Assembly in which to play the on-going international game of planetary accommodation for survival. The teams throw the ball from one to the other; players change sides or sit out or start private little games on the side. The contest is often lusty and there is much arguing over the rules of the game since no one knows what constitutes winning.

In the 50s, the leading teams were East and West, while the Non-Aligned Nations played referee, spectator and recorder. The recent line-up has featured North vs. South. Various European countries have tried the umpire role, while the Eastern Soviet Bloc has watched from the sideline, sending in occasional extra players for the South.

At Copenhagen the composition of the teams will have changed somewhat since the last General Assembly. The crises in Afghanistan and Iran have affected the rules as well as teammates. The three agenda items for the Mid-Decade Conference which are proxies for the international debate--apartheid, Palestinian women and women refugees--provide clear opportunities to discuss the explosive issues of racism, resurgent Islam, and Soviet expansionism. That this debate takes place at a "women's conference" is incidental and will only affect the rhetorical garb of the players.

During time-out, however, these international strategists just may hear or read something of the substantive concerns of women. This is more likely to take place in the two simultaneous committees, one on review and appraisal, the other on problems and policies, than in the plenary. There, every delegation has 15 minutes to expound on the advances which women have made in recent years in their country.

The expected outcome of the U.N. Conference will be greatly improved information concerning the changing role of women and program priorities to ensure that such changes benefit rather than adversely affect women. So that this information is used in actual U.N. programming, two resolutions are being projected:

- one will call on governments to increase their contributions to the Voluntary Fund, that unique pot of money available in small amounts, as grants or loans, to women's groups around the world; and
- the second will recommend a new position within the U.N. structure to monitor the inclusion of women's issues in all U.N. activities and to encourage greater numbers of women professionals within the U.N. system.

The Forum will have neither resolutions nor reports. Yet it may be the more effective of the two meetings. If the U.N. Conference beats time to a carefully contrived minuet, the Forum will respond to the improvisation of a jazz concert. Some tunes have been rehearsed.

There will be major panel presentations on each of the Decade themes--equality, development and peace, and on the sub-themes of health, education and employment. A panel will combine refugee issues with the wider concern of women migrants. The panel on racism will also explore the subtleties of sexism as it relates to apartheid. One major panel, requested through the NGO consultations with Third World women, will be on the family. These nine panels will be held in a 600-person room where simultaneous interpretation is available. Each panel will be repeated once. All other panels, workshops, or training sessions are being put together by interested women from everywhere and assigned to the various classrooms available. Because of the cost, only one of the several 200-capacity rooms will have interpretation, but volunteer translators will ease the language barriers. Blocs of rooms are being held open for spontaneous panels, talent shows and the like. When feasible, panels will propose concrete projects that would incorporate their ideas into action. Women will be urged to take these ideas home to their national planners, to their organizations, and to their development assistance agencies. In addition, international agencies, foundations and NGOs will have representatives at the Forum.

Further, there will be nearly continuous film showings, as part of the International Festival of Women Artists. Postcards, art and books will be on display, and several resource centers for literature concerning women are being planned. To register for the Mid-Decade Forum write to: Room 574, 600 Lexington Ave., New York, N.Y. 10022: they will send you hotel information in return.

Tying the two conferences together will be twice daily briefings at the Forum concerning events at the U.N. Conference. This will facilitate what may be the most important activity at either conference: networking. New ideas, new people and old, familiarity with art and literature, understanding of the U.N. system and its priorities, information on successful development projects, and insights about those less successful--all these will pass along the network in Copenhagen, and out around the world. Copenhagen will be an exciting town in July. See you there.

Irene Tinker
Director
April 1980

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project on the status
and education of

women

WOMEN'S RE-ENTRY PROJECT

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PUBLICATIONS LIST

The Project on the Status and Education of Women of the Association of American Colleges provides information concerning women in education, and works with institutions, government agencies and other associations and programs related to women in higher education. Funded by Carnegie Corporation of New York and The Ford Foundation, the Project develops and distributes free materials which identify and highlight issues and federal policies affecting women's status as students and employees. If you are not currently on our complimentary mailing list and would like to receive future Project publications, please check the box on the reverse side and fill in your name and address.

THE NEWSLETTER

- ☐ On Campus With Women (current issue): quarterly newsletter which covers a variety of activities concerning women on campuses across the country (16 p.)

TITLE IX

- ☐ Sex Discrimination Against Students: Implications of Title IX of the Education Amendments of 1972 (28 p.)
- ☐ Partial List of Actions Institutions Must Take Under Title IX (4 p.)
- ☐ Summary of the Regulation for Title IX* (4 p.)
- ☐ Important Title IX Resources (7 p.)
- ☐ Single Sex Organizations and Programs Under Title IX (2 p.)
- ☐ Title IX of the Education Amendments of 1972, as Amended (1 p.)
- ☐ The Education Amendments of 1976: Impact on Women and Girls Concerning Title IX and Other Amendments (4 p.)
- ☐ Employment Self Evaluation Checklist (2 p.)
- ☐ Update on Title IX and Sports (7 p.)
- ☐ Update on Title IX and Sports No. 2 (4 p.)
- ☐ Title IX and Intercollegiate Athletics* (HEW's proposed policy interpretation) (6 p.)
- ☐ Comments by the National Coalition for Women and Girls in Education* (comments on HEW's proposed athletics policy interpretation) (1 p.)
- ☐ Sex, Sports, and Discrimination* (1 p.)

OTHER LEGAL REQUIREMENTS

- ☐ Federal Laws and Regulations Concerning Sex Discrimination in Educational Institutions, a 17" x 22" chart (10 p.)
- ☐ Affirmative Action and Preference (3 p.)
- ☐ The Age Discrimination Act of 1975 and Women on Campus (5 p.)
- ☐ The Pregnancy Discrimination Act of 1978 and Its Impact on Educational Institutions (6 p.)

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- ☐ Enlarging the American Dream, a review of the culture and heritage of minority women* (8 p.)

TOPICAL PAPERS:

- ☐ Financial Aid: A Partial List of Resources for Women (8 p.)
- ☐ The Problem of Rape on Campus (8 p.)
- ☐ Sexual Harassment: A Hidden Issue (7 p.)
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- ☐ Centers for Research on Women* (1 p.)

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UN DECADE FOR WOMEN, 1976-1985

June 1979

1. **Background:** Current global change carries with it a growing concern for human rights, social justice, equal opportunity, human dignity, and peace. The status of women around the world is of increasing concern to all. Although women work largely outside the money economy, they are a vital human resource. However, they are allotted minimal jobs in industry and other occupations, while retaining their traditional responsibility for managing households and rearing children. They do not share equitably in the benefits of development. They constitute about two-thirds of the world's illiterates. They are the victims of discrimination in both developing and industrialized countries.
2. **US role:** In 1945, the US played a significant role in formulating the UN Charter, reaffirming faith in the equal rights of men and women. US leadership for women's full emancipation was symbolized in 1946 when Eleanor Roosevelt, then US Representative to the UN Human Rights Commission, called for establishment of a special Commission on the Status of Women.

The main responsibility for integrating women into national economies and improving their living conditions rests with each country. The US, however, plays an important role in encouraging governments to improve the status of women. We are also working through international organizations and programs to improve women's rights. The UN General Assembly is now completing a comprehensive convention on the elimination of discrimination against women, embodying many earlier treaties and UN recommendations.

3. **International Women's Year:** The UN General Assembly proclaimed 1975 as International Women's Year (IWY) to promote equality between men and women, insure women's involvement in global development, and recognize their contribution to world peace. The US responded to the challenge with a variety of activities, national and international, in support of IWY. The UN World Conference on IWY, held in Mexico City in 1975 and attended by delegates from 133 countries, was the first dedicated to promoting the status of women.
4. **World Plan of Action:** The most significant document to emerge from the Conference was the unanimously approved World Plan of Action. Its objectives include: substantial increase in female literacy; compulsory primary school education and equal access to education at every level; increased employment opportunities; equal eligibility to vote and seek elective office; greater participation of women in

policymaking positions; recognition of the economic value of women's contributions in such nonpaid activities as work in the home, domestic food production, and marketing; and establishment of governmental machinery in every country to accelerate progress toward equality and integrating women into national life. The World Plan serves as a model for national plans and has prompted UN members to establish national commissions on women. In November 1977, a US National Plan of Action was adopted at the National Women's Conference in Houston.

5. Decade for Women: The UN Decade for Women grew out of IWY. The main task is to keep international attention on implementation of the World Plan. A Mid-Decade World Conference, scheduled for Copenhagen in July 1980, will emphasize employment, health, and education issues and review progress over the last 5 years. UN member countries are being asked to revise their national plans in light of changes since the 1975 Conference. The US has contributed \$5 million to a UN Voluntary Fund for the Decade which supports technical cooperation, data collection and research, and projects benefiting rural and poor urban women. The Fund also assists regional centers for women within the UN regional economic commissions and an International Institute for Research and Training for the Advancement of Women, to be headquartered in the Dominican Republic.
6. Women's rights and US foreign policy: Concern for women's rights is now an integral part of US human rights policy. We will continue through bilateral and multilateral diplomacy to promote equal rights and opportunities for women. In 1979, Secretary Vance issued a new foreign policy directive aimed at intensifying US efforts to promote the status, rights, and well-being of women throughout the world. The US also stresses the role of women in development through the Percy amendment to the 1973 Foreign Assistance Act. It states that US foreign aid programs will "encourage and promote the participation of women in the national economies of developing countries, and the improvement of women's status as an important means of promoting the total developmental effort."

Within the Department of State, women's issues are the concern of the Agency Directorate for International Women's Programs. The Directorate gathers and coordinates information on women's issues; assesses the implications of this information for US foreign policy; serves as a link between the US Government and other institutions, both national and international, dealing with women's rights and the status of American women; monitors the US contribution to the UN Voluntary Fund; and maintains liaison with the UN secretariat for the 1980 World Conference. It also works with the UN Commission on the Status of Women, the Organization of American States' Inter-American Commission of Women, non-governmental organizations accredited to the UN Economic and Social Council, and other private sector groups.

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